



WENDELL SCHOOL DISTRICT #232

Differential Pay 2013-2014 Excellence in Achievement Plans

The objective of Differential Pay Plan in the Wendell School District #232 is to ensure that specific Smart goals and objective measures of growth relating to student achievement are developed, measured, and achieved. Wendell's mission states:

The Mission of the Wendell School District is to engage students in learning that ensures academic achievement and moral character.

It is understood by the entire district that this cannot take place without the entire team including Administration, Teachers, Paraprofessionals, Office Administration, Maintenance, Transportation, and Food service.

Certificated Employees

Wendell School District will require schools to develop specific plans based upon Smart Goals. **Three to four objective measures of growth relating to student achievement will be included for each Smart Goal.** It is essential to develop goals that relate closely to the school improvement efforts of the school/district such as the implementation of the Idaho Core Standards.

Subgroups in each school will create a minimum of two SMART Goals along with unique, measurable objectives that will contribute to meeting the overarching Smart Goals. Example subgroups may include grade level team goals and objectives, department team goals and objectives, tier 2 instruction goals and objectives (Title I, special education, ESL), principal/instructional goals and objectives, etc. Plans will be completed using the attached template.

Goals and measurable objectives relating to student achievement shall be developed and turned into building principals by December 1, 2013.

SMART GOALS – TEMPLATE

Wendell School District #232

SMART goals help improve achievement and success. A SMART goal clarifies exactly what is expected and the measures used to determine if the goal is achieved and successfully completed.

A SMART goal is:

Specific (and strategic): Linked to position summary, departmental goals/mission, and/or overall School goals and strategic plans. Answers the question—Who? and What?

Measurable: The success toward meeting the goal can be measured. Answers the question—How?

Attainable: Goals are realistic and can be achieved in a specific amount of time and are reasonable.

Relevant (results oriented): The goals are aligned with current tasks and projects and focus in one defined area; include the expected result.

Time framed: Goals have a clearly defined time-frame including a target or deadline date.

Examples:

Not a SMART goal:

- Students will improve their writing skills.

(Does not identify a measurement or time frame, nor identify why the improvement is needed or how it will be used).

SMART goal:

- By March 30, 2013, the social studies department at Smart High School will develop and implement four units of instruction that integrate the following two Idaho Core Writing Standards Standards:

**writing arguments focused on discipline-specific content*

**developing and strengthening writing as needed by planning, revising, editing, and rewriting.*

Student prewriting samples at the start of each unit will be a baseline for growth with post unit writing samples for each unit indicating a minimum 80% growth in meeting these two standards. This along with completed lesson plans will demonstrate completion of the units.

SMART Goal Planning Form

Specific – WHO? WHAT?

Measurement/Assessment – HOW?

Attainable/Achieve – REASONABLE?

Relevant – EXPECTED RESULT?

By

Timed – WHEN?

Team_____SMART Goal #1:

Measureable Objectives	Timeline	Person(s) Responsible	Support	Communication	Accountability

Team_____SMART Goal #2:

Measureable Objectives	Timeline	Person(s) Responsible	Support	Communication	Accountability

Classified Specialty Sub Groups

Including Office Administration, maintenance, transportation, and food service. Paraprofessionals are to work with teacher sub groups and are therefore included in teacher sub group goals.

The supervisor of each sub group will work with his/her team of employees to develop a plan for professional development that indicates specific training that will be completed during the 2013-2014 school year. The SMART Goal template will be used to demonstrate a professional development goal that ensures improvement in the particular district program. Measureable objectives focused on each SMART goal will also be created at this time.

An example of a completed SMART Goal comes from a Food Service perspective:

Each food service personnel will complete the following national and state sponsored workshops:

- *Serve it Safe (12 hour course)*
- *Culinary Techniques: Preparing Entrée Items (8 hours)*
- *Culinary Techniques: Using Seasonings (4 hours)*
- *Inventory Management and Tracking (4 hours)*
- *Nutrient Standards*

Obtaining individual employee Mastery Certificates for each course will indicate successful completion of every workshop by April 15, 2014. Building food service teams will complete a summary by May 1, 2014 specifically describing how the completion of these courses has improved food services for the 2013-2014 school year.